

Alleima Proposal 55: 6/4/26

ATTACHMENT A -WAGE PROGRESSION SCALE

Wages

Year 1 (2026)

Effective date of ratification, 2026

Year 2 (2027)

Effective Anniversary of ratification March 16, 2027

Year 3 (2028)

Effective Anniversary of ratification March 16, 2028

Notes:

2026	2027	2028	Wage Tier	Title	Summary
GWI 2.00%	GWI 1.50%	GWI 1.50%	Op II/Mech II	Operator II Mechanic II	Annual step increases from 72.5% to 100% of 8yr wage based on seniority date
GWI 2.00%	GWI 1.50%	GWI 1.50%	Op I	Operator I	Annual step increases from 72.5% to 100% of 8yr wage based on seniority date
GWI 5.00%	GWI 3.00%	GWI 3.50%	Op I	Operator I with 9 plus years of service	Pay per scale
1% base then GWI 5.00%	GWI 3.00%	GWI 3.50%	Master Grade	Master (Processing) Operator Master Pilger Operator Master Finishing Operator Master Shipper	Pay per scale
10% over Master Grade			Working Leader	Working Leader	Pay per scale
GWI 5.00%	GWI 3.00%	GWI 3.50%	Maintenance	Mechanic I Tooling Technician Calibration Technician Instrument Technician	Per pay scale 90% at hire and 95% after 6 months and 100% at one year.
1% base then GWI 5.00%	GWI 3.00%	GWI 3.50%	Master H	Master H Maintenance	Per pay scale
1% base then GWI 5.00%	GWI 3.00%	GWI 3.50%	Electrician	Licensed Electrician	Per pay scale
10% over Master H			Other	Master H Working Leaders	Per pay scale

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NDT Hourly Premium Pay

UT Level I	UT Level II	EC Level I	EC Level II
\$0.50	\$0.75	\$0.50	\$0.75

NTD premium pays are additive.

Temporary assignments in a higher classification will be paid per Article 19.3.1 as follows:

Position:	Temp Transfer	Temporary Premium Pay (TUG Pay)
Operator II	Operator I	10% above current pay
Operator I	Master Grade	Master Grade
Master Grade	Working Leader	10% above current pay Minimum 4 hours
TBDefined	Technicians: Calibration Tooling Instrument	Master H Receive rate for 4 hours if worked time is 4 hours or less Receive rate for 8 hours if worked time exceed 4 hours

Overtime: 1.5x per CBA – no change

Double time: 2x per CBA with exception: to be eligible for double time pay an employee must have 40 hour of paid time during their regularly scheduled work week. (*Regular work hours, overtime, PT, PTO, Holiday, Vacation, Bereavement and Jury Duty*)

Bonus up to 3% of earnings per quarter based on box foot per labor hour

Working Leads:

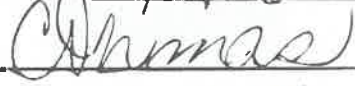
The bargaining unit employee(s) selected and assigned to the Working Leader position shall be paid ten (10) percent above the Master Operator rate in the wage progression scale in Attachment A. The Working Leader rate is specifically excluded from the wage retention provision of Article 19, Paragraph 19.1.4.

~~Update Article 19:~~

~~19.4 Pay for Temporary Leads~~ → ~~Conditions of Temporary Lead Assignments~~

~~And add minimum 4 hours pay to 19.3.1 (no value change, just clean up)~~

Tentative Agreement as on 7/10/26

Alleima Signature: 

USW 12-369 Signature: 

Alleima Proposal 62: 7/16/2026

Quarter 2, 2026 Bonus

Alleima Special Metals, LLC is pleased to present its final proposal for a bonus payment of \$400.00, less applicable taxes, to each employee who is a union member as of the ratification date of the proposed Collective Bargaining Agreement. The bonus will be processed in accordance with standard bonus payment procedures and paid within 30 calendar days following ratification. The Company will communicate the payment date once it has been confirmed.

Tentative Agreement as of: 7/16/26
Alleima Signature: Thomas
USW 12-369 Signature: [Signature]

Requirement for double time pay:

To be eligible for double time pay, 8 and 10 hour shift employees must have 40 hours of Paid time during their regularly scheduled work week. 12-hour shift workers must have 36 hours of paid time during their regularly scheduled work week. (Regular work hours, overtime, PT, PTO, Holiday, Vacation, Bereavement, Jury duty and union time).

Date: 8/3/26

Company

Thomas

Union

[Signature]